

9/18/09
Paul Ziebler
Audrey Key

**STANDING COMMITTEES OF THE
CITY OF WEST ALLIS COMMON COUNCIL**

ADMINISTRATION & FINANCE

Chair: Kurt E. Kopplin
Vice-Chair: Vincent Vitale
Thomas G. Lajsic
Richard F. Narlock
Rosalie L. Reinke

PUBLIC WORKS

Chair: Gary T. Barczak
Vice-Chair: Martin J. Weigel
Michael J. Czaplewski
Daniel J. Roadt
James W. Sengstock

SAFETY & DEVELOPMENT

Chair: Thomas G. Lajsic
Vice-Chair: Richard F. Narlock
Kurt E. Kopplin
Rosalie L. Reinke
Vincent Vitale

LICENSE & HEALTH

Chair: Michael J. Czaplewski
Vice-Chair: James W. Sengstock
Gary T. Barczak
Daniel J. Roadt
Martin J. Weigel

ADVISORY

Chair: Rosalie L. Reinke
Vice-Chair: Daniel J. Roadt
Kurt E. Kopplin
Richard F. Narlock
Vincent Vitale



City of West Allis

7525 W. Greenfield Ave.
West Allis, WI 53214

Resolution

File Number: R-2009-0189

Final Action:
SEP - 1 2009

Sponsor(s): Administration & Finance Committee

Resolution approving the Summary of Negotiated Settlement with the West Allis Engineering Technician and Aides Association (ET&AA), for 2011.

WHEREAS, the current labor agreement with the West Allis Engineering Technician and Aides Association ends on December 31, 2010; and,

WHEREAS, the City and the West Allis Engineering Technician and Aides Association have entered into negotiations for a new agreement; and,

WHEREAS, the City and the West Allis Engineering Technician and Aides Association have reached a settlement for the one year period of January 1, 2011 through December 31, 2011; and,

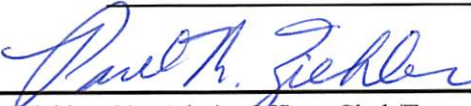
WHEREAS, the Administration & Finance Committee has reviewed the Tentative Agreement and is recommending approval; and,

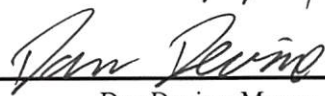
WHEREAS, the membership of the West Allis Engineering Technician and Aides Association has voted and ratified the Tentative Agreement.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of West Allis that the attached Summary of Negotiated Settlement between the City and the West Allis Engineering Technician and Aides Association for the period January 1, 2011 to and including December 31, 2011 be and is hereby approved.

BE IT FURTHER RESOLVED that the proper City officers and representatives be and are hereby authorized and directed to execute the aforesaid Summary of Negotiated Settlement on behalf of the City in the form of a new one year Labor Agreement.

ADM\ORDRES\ADMR.ENG SNS 2011

ADOPTED SEP - 1 2009

Paul M. Ziehler, City Admin. Officer, Clerk/Treas.

APPROVED 9/4/09

Dan Devine, Mayor

SUMMARY OF NEGOTIATED SETTLEMENT

EMPLOYER: CITY OF WEST ALLIS

BARGAINING UNIT: ENGINEERING TECHNICIAN AND AIDES' ASSOCIATION

The undersigned, being duly authorized representatives and/or agents for the indicated parties hereto, agree that the following Summary represents the terms of the negotiated agreement for wages, hours and other conditions of employment for the above-captioned bargaining units.

1. Term of Contract – One (1) Year; January 1, 2011 to December 31, 2011

This one (1) year agreement is based on certain economic factors and final results of the City's 2010 budget performance. (This agreement to be approved by Common Council and union membership by November 2009 when the 2010 budget is approved and the appropriations ordinance is passed.)

2. The three (3) major economic factors that caused the City's 2010 budget problem shortfall are reduced investment earnings, lower building/plumbing/electrical permit revenue, and loss of State shared revenues. Therefore, these three (3) factors will be the basis for judging the 2010 performance results and will be the basis for any 2011 employee wage increase. [These three (3) factors are all representative of a negative economy locally, statewide, and nationally.]

3. Any raise for 2011 will be based on 2010 results for the above three (3) mentioned economic factors (investment earnings, permit revenue, State shared revenues). [The 2010 budget for investment earnings, permit revenue, and State shared revenues will be approximately equal to the estimated 2009 actual dollar amount which will be a reduction from the higher 2009 budgeted amount.] The following details will be the basis of any wage increase for 2011:

a.	Up to 250K:	0.0% wage increase
b.	250K – 500K:	0.5% wage increase
c.	500K – 750K:	1.0% wage increase
d.	750K – 1.0M:	1.5% wage increase
e.	1.0M – 1.25M:	2.0% wage increase
f.	1.25M – 1.5M:	2.5% wage increase
g.	1.5M & over:	3.0% wage increase

4. Upon completion of the City's Comprehensive Annual Financial Reports and external City Audit, on or about June 30, 2011, indicating the final three (3) revenue total amounts, salary increases will be implemented according to the respective threshold amounts, retroactive to January 1, 2011.
5. The City provides a good faith commitment to the Engineering Technician and Aides' Association for no layoffs and furloughs unless caused by unforeseen economic conditions for 2010 and 2011. (The City retains the right to change organizational structure and introduce management efficiencies that might affect positions.)

2011 SUMMARY OF NEGOTIATED SETTLEMENT
CITY OF WEST ALLIS
ENGINEERING TECHNICIAN AND AIDES' ASSOCIATION

Page 2 of 2

It is understood that the terms of this summary have been affirmatively approved by:

**FOR THE COMMON COUNCIL
OF THE CITY OF WEST ALLIS:**

**FOR THE ENGINEERING TECHNICIAN AND
AIDES' ASSOCIATION**

Kurt E. Kopplin,
Chairperson, Administration & Finance
Committee

Robert Hutter, President

Date Signed _____

Date Signed _____

James W. Sengstock, President
West Allis Common Council

Aaron Lehmkuhl, Secretary

Date Signed _____

Date Signed _____

Dan Devine, Mayor

Date Signed _____

SUMMARY OF NEGOTIATED SETTLEMENT

EMPLOYER: CITY OF WEST ALLIS

BARGAINING UNIT: ENGINEERING TECHNICIAN AND AIDES' ASSOCIATION

The undersigned, being duly authorized representatives and/or agents for the indicated parties hereto, agree that the following Summary represents the terms of the negotiated agreement for wages, hours and other conditions of employment for the above-captioned bargaining units.

1. Term of Contract – One (1) Year; January 1, 2011 to December 31, 2011

This one (1) year agreement is based on certain economic factors and final results of the City's 2010 budget performance. (This agreement to be approved by Common Council and union membership by November 2009 when the 2010 budget is approved and the appropriations ordinance is passed.)

2. The three (3) major economic factors that caused the City's 2010 budget problem shortfall are reduced investment earnings, lower building/plumbing/electrical permit revenue, and loss of State shared revenues. Therefore, these three (3) factors will be the basis for judging the 2010 performance results and will be the basis for any 2011 employee wage increase. [These three (3) factors are all representative of a negative economy locally, statewide, and nationally.]

3. Any raise for 2011 will be based on 2010 results for the above three (3) mentioned economic factors (investment earnings, permit revenue, State shared revenues). [The 2010 budget for investment earnings, permit revenue, and State shared revenues will be approximately equal to the estimated 2009 actual dollar amount which will be a reduction from the higher 2009 budgeted amount.] The following details will be the basis of any wage increase for 2011:

a.	Up to 250K:	0.0% wage increase
b.	250K – 500K:	0.5% wage increase
c.	500K – 750K:	1.0% wage increase
d.	750K – 1.0M:	1.5% wage increase
e.	1.0M – 1.25M:	2.0% wage increase
f.	1.25M – 1.5M:	2.5% wage increase
g.	1.5M & over:	3.0% wage increase

4. Upon completion of the City's Comprehensive Annual Financial Reports and external City Audit, on or about June 30, 2011, indicating the final three (3) revenue total amounts, salary increases will be implemented according to the respective threshold amounts, retroactive to January 1, 2011.
5. The City provides a good faith commitment to the Engineering Technician and Aides' Association for no layoffs and furloughs unless caused by unforeseen economic conditions for 2010 and 2011. (The City retains the right to change organizational structure and introduce management efficiencies that might affect positions.)

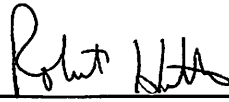
2011 SUMMARY OF NEGOTIATED SETTLEMENT
CITY OF WEST ALLIS
ENGINEERING TECHNICIAN AND AIDES' ASSOCIATION

Page 2 of 2

It is understood that the terms of this summary have been affirmatively approved by:

**FOR THE COMMON COUNCIL
OF THE CITY OF WEST ALLIS:**

**FOR THE ENGINEERING TECHNICIAN AND
AIDES' ASSOCIATION**

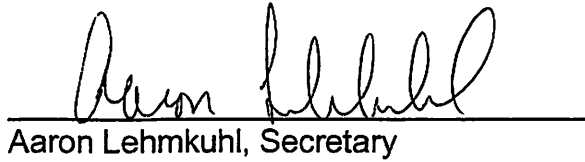



Kurt E. Kopplin,
Chairperson, Administration & Finance
Committee

Robert Hutter, President

Date Signed 9-11-09

Date Signed 9-9-09



James W. Sengstock, President
West Allis Common Council

Aaron Lehmkuhl, Secretary

Date Signed 9-28-09

Date Signed 9/8/09



Date Signed 9/22/09